



We are recruiting for a Team Wilder Wild Trainee as a volunteer.

### Job Purpose:

To assist the Community Action Officer and wider Engagement teams to inspire & empower people to take meaningful action for nature in Gloucestershire, and to gain the skills & experience to pursue a career in a UK wildlife conservation organisation.

**Location:** Robinswood Hill Country Park, Gloucester, however there will be the need to travel to various locations across Gloucestershire to meet with stakeholders & communities.

**Term:** 12-month voluntary traineeship (Please note that you must be aged 18-25 to apply for a wild traineeship.)

**Working hours:** 21 hours per week | Preferred days: Tuesday, Wednesday, Thursday 9.00 - 17.00 with occasional evenings and weekends by arrangement.

**Liaison with:** Engagement and Learning Teams, Admin and Comms teams, Wilder Landscapes Team, Operational and Reserve Teams, members of the public, and community groups.

**Reports to:** Community Action Officer.







## Our Purpose and Values

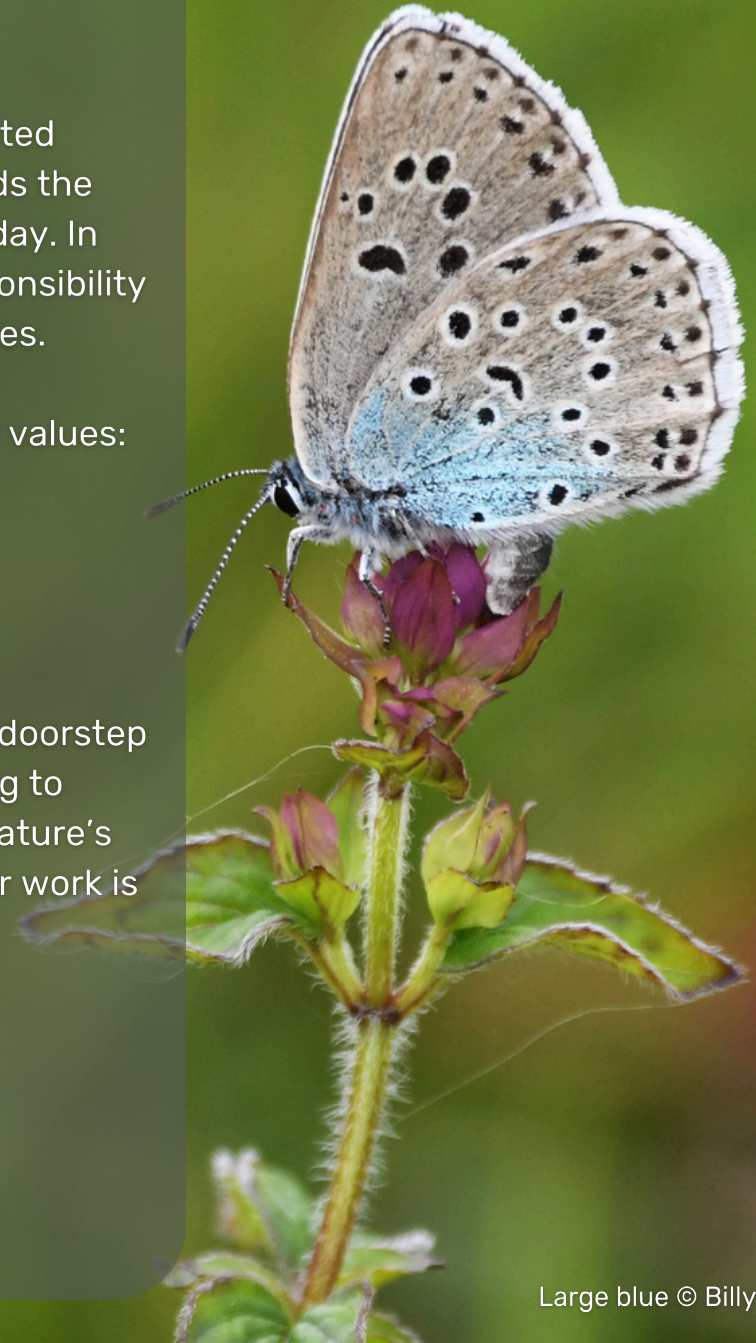
As humans, we are an integral part of a resilient, dynamic and interconnected natural world. At Gloucestershire Wildlife Trust, we believe that nature holds the key to addressing some of the most pressing challenges facing society today. In responding to the ecological crisis, we share an urgent and collective responsibility for collaborating and taking action in the service of wildlife and communities.

We show how we care for nature, our partners and each other through our values:

- We are ambitious for nature and people
- We collaborate to achieve more
- We are dedicated to inclusion and nature for all
- We act with responsibility

We work locally to deliver the natural solutions, both small and large, from doorstep to landscape, that grow hope for a wilder future. In doing so, we are helping to reconnect people's sense of belonging in the natural world and securing nature's recovery with the people of Gloucestershire. Underpinned by evidence, our work is for the benefit of us all, both today and for generations to come.

## Job description







**Gloucestershire**  
Wildlife Trust

# Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire’s wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions -

<http://www.gloucestershirowildlifetrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on ‘natural solutions’; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.



# Outline of main responsibilities

The Team Wilder trainee will be based in our Community Action team – as a federation, The Wildlife Trusts have recognised that for nature to be put into recovery, we must better engage and inspire people on a local level. Key responsibilities include; supporting the Community Action Officer in developing & delivering effective initiatives across Gloucestershire to inspire meaningful action for nature, empowering local people to create & enhance spaces for nature, helping communities to build pride & ownership of their local area, and to champion the Team Wilder way of working.

## Key Responsibilities

### Stakeholder & Community Engagement

Attending stakeholder & community meetings alongside Community Action Officer.

Recording and distributing notes/actions in meetings with stakeholders & communities, ensuring communication is effective.

Build on established relationships with stakeholders and ensure that communication is clear.

### Team Wilder Champion

Collaborate and capture the work of wild trainees to celebrate internally.

Lead by example by living the Team Wilder way of working with colleagues.

Build knowledge of the Community Organising framework and how it supports nature's recovery.



Cross-organisation working:

- Spending time in all areas of Gloucestershire Wildlife Trust to improve knowledge of our work across all teams.
- Build relationships across the trust to ensure effective internal communication.
- Develop an understanding of the projects and processes throughout the trust.
- Develop a wider understanding of The Wildlife Trusts work as a federation.

Inspiring action for nature:

- Supporting the Community Action Officer to develop & deliver engaging in-person activities to inspire meaningful action for nature.
- Research effective engagement methods across similar organisations.
- Create toolkits to support individuals & communities to create space for wildlife locally.

External communication:

- Collaborate with the Communications team to create engaging content, such as social media posts or pieces for our e-zine.





# Person Specification



	Essential	Desired
Qualifications	Valid UK driving license for site visits, meetings & events.	<ul style="list-style-type: none"><li>• Degree in Environmental Science, Ecology, Project Management, or a related field (or equivalent experience)</li><li>• First Aid certification, especially for outdoor environments</li></ul>
Experience	Technical Proficiency: Proficient in Microsoft Office Suite (e.g. Word, Excel, PowerPoint)	<ul style="list-style-type: none"><li>• Experience in public speaking or engaging with an audience</li><li>• Experience and knowledge of mapping software such as GIS</li><li>• Understanding of wildlife gardening techniques</li></ul>
Skills	<ul style="list-style-type: none"><li>• Engagement: Strong interpersonal skills with the ability to build rapport and communicate clearly with diverse audiences</li><li>• Organisational Skills: Strong organisational skills, timekeeping and reliable attendance.</li><li>• Collaborative working: excellent ability to work towards shared goals within a team</li></ul>	<ul style="list-style-type: none"><li>• <b>Ecological Knowledge:</b> Basic understanding of ecological principles, biodiversity conservation and enhancement</li><li>• <b>Communication:</b> Excellent written and verbal communication skills, with experience in report writing, presentations, and public outreach.</li><li>• <b>Data capture:</b> Experience in capturing, storing and handling data in compliance with GDPR standards</li></ul>





# Terms of Employment

This is 12-month voluntary traineeship with 21 hours per week schedule.

15 days (5 weeks) allowance to cover pre-arranged holiday absence.

It is the nature of the work that there may be the occasional option to attend evening and weekend events. However, this is not a requirement of the role. You are not obligated to work beyond your standard hours. However, should you wish to participate in evening or weekend events, you are welcome to do so.

Our head office facilities are at Robinswood Hill Country Park in Gloucester. Your line manager will provide details regarding working arrangements.

Although the primary office base for Business Operations is at Robinswood Hill, many of your activities will be at the satellite offices at Crickley Hill and Greystones Farm.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied.





# Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.







**Gloucestershire**  
Wildlife Trust

# How to apply

If you feel you have the necessary skills and experience to be successful in this role, please send your applications to [hr@gloucestershirowildlifetrust.co.uk](mailto:hr@gloucestershirowildlifetrust.co.uk)

Closing date: 23:59, Wednesday, 26 March 2025

Interview date: Wednesday 2nd April 2025

Interview brief: The interview will last between 45-60 minutes. (If invited to interview you will be asked to complete a task and come prepared to present the task. This will be followed by a competency Q&A.)

Thank you for your interest in this position and we look forward to receiving your application.

